

## JOB DESCRIPTION

<b>Job title:</b>	Fisheries Biologist/Environmental Scientist – Spey Fishery Board & The Spey Foundation
<b>Responsible to:</b>	Director, Spey Fishery Board
<b>Responsible for:</b>	Assistant Biologist Seasonal/Voluntary staff as and when required
<b>Salary Band:</b>	Competitive
<b>Hours:</b>	40 hours per week; occasional weekend or evening work may be required.
<b>Location:</b>	Offices at Knockando, near Aberlour, Moray. The post holder will be required to travel as necessary to carry out their duties, for which a vehicle is provided.

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### Introduction

An exciting opportunity has arisen for a Fisheries Biologist/Environmental Scientist to make a name for themselves on one of the Scotland's most famous rivers. The Spey Fishery Board (SFB) is a Statutory Body responsible for the conservation, protection and enhancement of Atlantic salmon and sea trout fisheries throughout the River Spey and its catchment. We are looking for an innovative and passionate Fisheries Biologist/ Environmental Scientist, who has the ambition to develop expertise in freshwater fisheries and habitat restoration, including carbon sequestration and peatland restoration, to join our team.

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### Description of Role

The Spey Fishery Board is embarking upon a bold new strategy, in support of the Scottish Government's new Wild Salmon Strategy, to help reverse the decline of our iconic Atlantic salmon. In so doing, we aim to improve the wider landscape, so that wildlife can flourish throughout the 3,000km<sup>2</sup> Spey catchment. Our strategy will involve implementing many exciting new environmental restoration projects, in which we see our new Fisheries Biologist/Environmental Scientist playing a pivotal role. They will be a catalyst for action and implementation and have a real opportunity to make a name for themselves as a renowned and ground-breaking scientist and conservationist, both in Scotland and throughout the UK.

We are looking for an ambitious, innovative and driven individual who has the ambition to take the Spey Fishery Board scientific function to the next level. It will provide an exciting opportunity for a Fisheries Biologist/Environmental Scientist to grow into a role which will help ensure we are able to address the climate and biodiversity crises we all face, both now and in the future.

Based in Moray, North-East Scotland, the Fisheries Biologist/Environmental Scientist will report to the Board's Director and will have responsibility for the executive implementation and communication of the Board's scientific and research strategies and activities.

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## **Responsibilities & Duties**

### **General Responsibilities**

- Working as part of a team and in partnership with the Spey Catchment Initiative, advising on and contributing to the planning and implementation of landscape-scale habitat enhancement and restoration projects, to make the River Spey sustainable and resilient to the impacts of climate change and help address the accompanying biodiversity crisis;
- Advising on and assisting the team with the implementation of the Scottish Government's Wild Salmon Strategy at local level, including overseeing and undertaking the SFB's contribution to the National Electrofishing Programme Scotland, adult fish sampling, with other monitoring and report writing as required;
- In addition to providing advice, determining ways to effectively measure the outcomes of our environmental restoration projects, particularly in relation to salmonid fry, parr and smolt output and showcasing the changes made after implementation against the situation before;
- Carrying out a programme of contract work to monitor, research and analyse fish stocks and their habitat throughout the Spey catchment, which may involve the operation of smolt traps, smolt tagging, electro-fishing, fish rescues, easement of barriers to fish passage, water quality monitoring, invertebrate sampling and analysis, and subsequent reporting as required;
- Liaising with Scottish Government departments and agencies regarding local and national programmes, research and mitigation actions;
- Liaising with the Director and Spey Scientific Committee on the design, execution, dissemination and funding of monitoring, research and restoration programmes;
- Helping to deliver educational and publicity projects run by the Spey Foundation and Spey Fishery Board;
- Monitoring, analysing, developing and subsequently implementing the Spey Fishery Board's stocking policy, including the collation of data necessary to obtain the required licence permissions for the collection of broodstock for hatcheries, the operation of hatcheries and the stocking of subsequent eggs and juvenile fish;
- Maintain a contemporary working technical knowledge of fisheries science and management, keeping abreast of any significant developments and trends in the field;
- Provide information that allows the Director and Board members to make informed assessments of the potential impacts of development proposals, assess applications for scientific and other exemptions and to inform fisheries management activities as required.

### **Public Relations and Communications**

- With expert help from the Board's Digital Marketing & Communications Manager, effectively communicating the scientific, research and habitat restoration work to a

diverse range of stakeholders, including fishery proprietors, ghillies, anglers and the wider general public;

- Able to establish good working relationships and collaborative arrangements within the Fishery Board network, Government agencies, academic institutions, community groups and other relevant organisations;

### **Staff Management**

- Overseeing the daily work programme and any necessary training of an assistant and a seasonal research assistant.

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### **Skills and Background**

The post holder is required to have a minimum of a degree or equivalent in an ecological, biological or environmental science. They may also have a post-graduate qualification and should have a sound knowledge of freshwater and inshore marine ecology and resource management. The right personality is more important, though, than the level of experience.

The following qualities are essential:

- Qualified to degree in an ecological, biological or environmental subject;
- A sound knowledge of freshwater and inshore marine ecology;
- Excellent communication skills and a team player, able to work with other external partner organisations, in achieving goals;
- The ability and willingness to communicate effectively with a diverse range of stakeholders, including fishery proprietors, ghillies, anglers and members of the public.
- An ambitious, innovative, driven and pragmatic attitude, with the practical skills for project delivery;
- The ability to understand, design, organise, instigate and report upon scientifically robust work programmes;
- The ability to process and analyse large and complex datasets;
- Experience in electrofishing;
- The ambition to become experienced in conducting fisheries management contracts/projects;
- Ability to acquire good project development and management skills;
- A working knowledge of Health & Safety at work and preparation of risk assessments;
- Competency in Microsoft Office packages;
- A full driving licence; and

The following qualities are desirable:

- A working knowledge of GIS mapping;
- Keen to become a qualified Electro-Fishing Team Leader with accreditation in habitat and electro-fishing surveys;
- The ambition to develop experience of delivering education to young people;
- A desire for continual professional development.

### **Remuneration Package**

We offer a competitive salary, 25 days per annum paid leave (plus four statutory holidays), an appropriate vehicle for business use, a laptop computer and a smartphone.